

A photograph of three diverse professionals (two men and one woman) standing on a modern office staircase. They are dressed in business-casual attire and appear to be in a collaborative conversation. The man on the left is wearing a white shirt and a dark vest. The man in the center is wearing a blue suit jacket over a blue checkered shirt and is holding a laptop. The woman on the right is wearing a dark blazer and light-colored trousers. The background features a wall with large, 3D, metallic-looking orange and red geometric shapes.

DIVERSITY, EQUITY, AND INCLUSION AT MATHWORKS

We believe that to innovate in engineering and science, diverse backgrounds and perspectives are critical.

They help us challenge the status quo and arrive at better solutions. We know, and studies support, that teams are most creative and successful when they include people who think differently from one another, in a consciously inclusive and equitable environment.

mathworks.com/dei

We are focused on:

- Building a diverse talent pipeline
- Recruiting the best and the brightest
- Ensuring a culture of equity and inclusion

Building a Diverse Talent Pipeline: Bridging the STEM Gap Through Outreach

To prepare a diverse workforce of tomorrow, we are dedicated to catalyzing, engaging, and inspiring future scientists and engineers. We identify, initiate, and support STEM outreach programs spanning K–12 through community college and college to connect students and educators with MATLAB and Simulink. Examples of organizations we collaborate with to make an impact across the world include:

- ***Boston Museum of Science*** – Inspiring a lifelong love of science in everyone
- ***Youth Engineering Solutions (YES)*** – Educating the next generation of problem solvers and engineers with computational thinking
- ***Girls' Day*** – The largest career orientation project for young women, based in Germany
- ***RoboParty*** – Annual autonomous robot–building challenge based in Portugal
- ***The Calculus Project*** – Increasing the representation and success of Black, Hispanic, Indigenous People of Color, and low-income students in advanced mathematics

“Our team is dedicated to helping bridge the STEM gap by sparking students’ interest in and excitement about STEM through discovery and project-based learning. We want to help students to see themselves in STEM to help further their education and future careers.”

– P.J. Boardman, Director, STEM Outreach and Workforce Development



Women from MathWorks at the Grace Hopper Celebration.

Recruiting the Best and the Brightest

Our recruiting team and staff members are actively recruiting top talent by engaging in partnerships, participating in conferences, supporting professional development workshops, and more. We do this through partnerships with organizations such as:

- AnitaB.org
- Association of Latino Professionals (ALPFA)
- Black Is Tech
- Hack.Diversity
- Hispanic Serving Institutions
- Historically Black Colleges and Universities
- National Society of Black Engineers (NSBE)
- oSTEM
- Oxford Women in Computer Science
- Society of Women Engineers
- Women in Computing
- Women in Data Science
- Women in Technology
- Work Without Limits

Our staff members have access to on-demand tools, resources, and training materials to learn how to recognize and mitigate bias in the hiring process. Our hiring teams are dedicated to pay equity, regardless of gender, ethnicity, sexual orientation, or background.

“Our commitment to equity and inclusion, drives us to diversify our workforce, creating an environment where everyone thrives.”

– Brian Dardy, Sr. Diversity, Equity, and Inclusion Program Manager

Ensuring a Culture of Equity, Inclusion, and Belonging

We believe our staff innovate, perform, and collaborate at their best when they truly feel included. This view reflects our guiding principle to always “do the right thing” by making staff feel valued and respected and know that their differences are not just accepted but celebrated.

Our inclusion and belonging programs support a range of initiatives and staff affinity groups including:

- Pride at MathWorks
- Women at MathWorks
- Somos at MathWorks
- Black Excellence at MathWorks
- Neurodiversity at MathWorks

Our affinity groups offer support and community to both members and allies. Participation is encouraged across all levels of the organization, and groups are open to all MathWorks staff.



The Ireland office celebrating Pride Month.

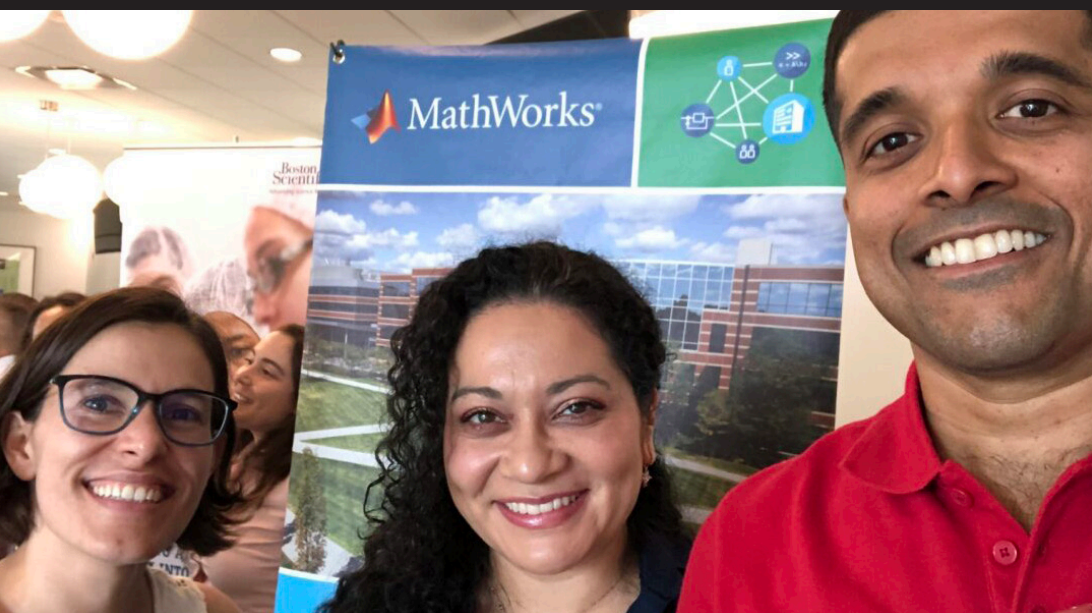
The varied identities and cultures of our staff are acknowledged all year round, with emphasis placed on designated days or months that celebrate Black history, women’s history, cultural heritages, and LGBTQ+ Pride. Additionally, we also engage in awareness and remembrance events such as Transgender Day of Visibility, Accessibility Awareness, Juneteenth, Lunar New Year, and Mental Health Month.

“Being a part of the affinity group communities has helped me grow both personally and professionally. It also provides a space to connect with others throughout the organization who have become a source of empowerment and confidence to be myself at work. It’s been very uplifting and is a beautiful part of my journey at MathWorks.”

– Shannon Wall, Program Manager



Lunar New Year celebration at MathWorks.



MathWorkers at ElevateHER, a Latina Summit organized by the Association of Latino Professionals (ALPFA).



NSBE Networking on the Harbor event in Boston.

Ensuring Inclusivity and Access for Our Customers with Disabilities

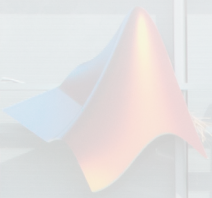
Our Accessibility Program is dedicated to ensuring our products and website are accessible to all users. We are currently focused on:

- Making MATLAB Online accessible, particularly for student workflows
- Increasing accessibility awareness and use of inclusive design practices across Development
- Learning directly from customers through usability testing and quarterly meetings with our Accessibility Customer Advisory Board

Learn more about the accessibility of MATLAB Online at mathworks.com/accessibility.

About MathWorks

MathWorks is the leading developer of mathematical computing software. MATLAB® and Simulink® are fundamental tools for research and development for engineers and scientists around the world.



MathWorks



MathWorks®

Accelerating the pace of engineering and science

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